

CHALLENGES OF LEADERSHIP

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Plan of the presentation

 **F**unctions of Leadership

 **W**hat Determines Leadership Style?

 **M**ost Difficult Leadership Challenges

 **L**eadership Attitude and Behaviour

 **O**pen Discussion and Questions


Functions of Leadership 1

 Setting a Vision

 Defining Success


 Agreeing a Master Plan/Strategy


 Agreeing Short/Medium Term Measurable
Goals

 Ensuring Resources Are
Realistic/Adequate

Functions of Leadership 2

 Encouraging, Motivating and Counselling

 Judging Progress – Individually and Collectively

 Providing Regular Constructive Feedback – Positive and Negative

 Making Complex Situations Simple to Comprehend

What Determines Leadership Style


 State of the Business

 Type of Organization

 Ability to Delegate






 Applying Necessary Control

 Creative Input vs. Process Driven

 Experience of the Individuals in the Organization

 Need for Teamwork

Most Difficult Leadership Challenges

-  Balancing Conflicting but Related Objectives
-  Ensuring “Goal Congruency” and Clarity of Purpose
-  Avoiding Constant Underachievement
-  Let Everyone Share Some Credit When Goals Are Met
-  Ensure Financial Rewards Are Linked to Real Measurable Success

Leadership Attitude and Behaviour

 **D**o All Leaders Operate the Same?

 **G**ood Leaders Have a Flexible Style

 **S**trong Leaders Don't Agonize over Perfection

 **E**xperienced Leaders Embrace Change

 **F**ocused Internally/Aware Externally

 **C**onstant and Honest Feedback

 **J**udge Fairly but Don't Delay

 **G**ood Leaders Trust People to Perform

Discussion and Questions

THANK YOU